

4th Brigade, 95th Division (IT) CONNECTION

8020 Army Drive, Grand Prairie, Texas 75051

This is an authorized unofficial 4th Brigade bulletin

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BRIGADE COMMANDER

This is the second edition of the 4th Brigade monthly bulletin. Again, the purpose of this bulletin is to communicate to all the soldiers in the brigade with useful and relevant information. Any comments or suggestions to improve this product would be greatly appreciated. Please send your comments to 2LT Ubamadu or myself.

Last month, I reiterated by goals for the brigade that were established last October. As you know, our number one goal is READINESS. We train soldiers in their MOS skills as well as BNCOC and ANCOG to make them MOS qualified so they and their units are ready to deploy if called upon. The soldiers of the 4th Brigade have contributed to readiness significantly during this past fiscal year with a total of 3,500 soldiers that have or will graduate from our schools. The 4th Brigade, which is in Region F, trains 25% of all of the United States Army Reserve Command (USARC) Combat Service Support soldiers in MOS training. This is a significant fact and represents that we are a major cog in the Readiness team for USARC.

We all need to now focus on accreditation for the next fiscal year. There will be teams from each proponent school that will be at a percentage of our classes checking to see that everything is being done properly and according to appropriate regulations. This is our major REPORT CARD. We have high quality instructors, and instruction is not what will cause us potential problems. Pay attention to detail such as visitor's books and required EEO policies, for example. We need to work as a team from the brigade and battalion personnel to continue to provide excellent instruction and maintain accreditation. I expect everyone in the brigade to support this effort.

I hope to see many of you this coming year as I visit the class sites. Keep up the good work and focus on our major objective – READINESS.

VICTORY TEAM

COL Tuttle

COMMAND SERGEANT MAJOR

Leadership

Conventional wisdom says that military units are most likely to succeed in the field when they follow strict command-and-control procedures – when they operate within a rigid, top-down hierarchical organization: Officers at the top of the military pyramid issue orders, and the grunts on the ground swiftly and unquestioningly obey and execute those orders.

That's the conventional wisdom. But according to General Peter Schoomaker, 53, Commander in Chief of the U.S. Special Operations Command, that's also an outmoded, inaccurate, and dangerous model for leadership – and for followership. The armies that will win in the future – and, by extension, those organizations that will wage successful campaigns of any kind, whether they're commercial, military, or otherwise – will be those that marshal “creative solutions in ambiguous circumstances,” says Schoomaker. “Everybody's got to know how to be a leader.” (extract from an article by Eli Cohen and Noel Tichy)

There are still in this day and age, leaders who believe the Army operates in the “X” Theory management style. A classic example can be found in the Movie, *Good Morning Vietnam*, when the Sergeant Major say to Robin Williams, “You shut that hole” and then continues to tell him exactly how he will do things. This type of leadership does work (mainly in combat); however, at what cost?

The Army learned in the 1980's that this style was draining the Army of initiative. There was a radical turn around in both philosophy and training at our military leadership schools and academies. The change came about with what is commonly referred to as the “Y” Theory management style. Leaders will not dictate how things are to be done – leaders are there to provide direction (vision), purpose and motivation. Doctrine followed suit with leadership and field training manuals.

The basis is simple, soldiers learn best by mistakes and especially when they are given the latitude to learn through their mistakes. We do not operate in a “zero defect” organization. Leaders can, however, minimize the effects of mistakes. Soldiers want to know that their leaders trust and have faith in them to do the right thing at the right time. They also operate my efficiently when they know that they have some form of ownership in the process. This is also why it is so important to do after action reviews during and after a project is completed.

When I entered the Army in 1971, we did not have the opportunity to question – we only executed. This did not work then and it especially will not work in the Army today. When the brigade commander gives me a task, he first provides direction, purpose and motivation – then it is up to me to follow the course or courses of action that I have been trained for over the past 29 years. There is often more than one path to mission accomplishment – communication is the key.

Command Sergeant Major Grimes

BRIGADE S1

BIOGRAPHICAL SUMMARY'S

All officers and E8 & above personnel are required to submit a biographical summary or resume. Forward to 2LT Ubamadu via fax 972-675-4008 or email: deleon5@flash.net.

HOMOSEXUAL CONDUCT

There is a mandatory Homosexual Conduct Training requirement that had a suspense of **27 Mar 00. We still have not completed this DA directed action.** Forward class sign-in rosters to Mr. Scott via fax 972-343-4193.

<u>UNIT</u>	<u>Untrained</u>
HHD	0
7 th BN	25
8 th BN	116
9 th BN	75
Ord BN	49
RTS-M	0

PAST DUE PHYSICALS

Ensuring that your physical is up to date is extremely important. Physical exams are valid for five years. Having an outdated physical exam prohibits you from performing any type of active duty i.e., AT, ADSW, ADT, etc. Schedule your next physical before it's too late.

	Physicals Greater than <u>55 months</u>
<u>UNIT</u>	
HHD	1
7 th BN	5
8 th BN	13
9 th BN	10
Ord BN	14
RTS-M	0

BRIGADE S3

- Mobilization
 - ✓ Binders. Start working tabs, which were sent out in May. Also work issues ref. in Memo dated May 21, 2000. Direct questions to CPT Boyer at 972-343-4187 or email at k2boyer@juno.com.
 - ✓ Forward the following additional duty assignments to 4th Brigade ATTN: CPT Boyer: BN Mobilization Officer and NCO, BN Movement Officer and NCO.
 - ✓ Request copy of mobilization plans from your mobilization installation and coordinate with the installation DPTM.
- Yearly Training Calendar (YTC)
 - ✓ It is essential that proper channels be followed when changing drill dates. At this time, only changes reflected on Brigade YTC have been approved. CHECK THE YTC!
- METL
 - ✓ Division has modified the brigade and battalion METL tasks. Please be sure to review the memo sent by LTC Hall with attached changes. Battalions must review new tasks and provide supporting tasks. Battalions/Detachments must enter data into RLAS.

The deadline for Periodic Reinvestigations (PR) to be submitted to Defense Security Service (DSS) is 1 October 2000. All battalions are required to submit PR's on Master Sergeants and above to DSS. Failure to submit applications may result in added delays in receiving clearances as well as inability to attend Developmental Schools. All information and instructions can be downloaded from the internet by going to <http://www.dss.mil>. You need to download EPSQ and follow the instructions. Remember, September is the last month for PR's before the October deadline. If you have any questions call CPT Tyron Woodard at 903-939-9173.

BRIGADE S4

The availability date for the new Improved Physical Fitness Uniform (IPFU) is fast approaching. The Army plans to have AAFES and clothing issue points stocked by August 2000. Since the mandatory possession date for the IPFU is 1 October 2001. By mandatory possession date soldiers are required to have one jacket, one pair of pants, two pairs of trunks, two short-sleeved t-shirts and one long-sleeved t-shirt. The wear out date of the current APFU (Army Physical Fitness Uniform) is 30 September 2003.

UPCOMING EVENTS

Urinalysis Training Course – 6-8 September, OKC, OK
Education Workshop – 23 September, Dallas
Family Support Workshop – 23-24 September, OKC, OK
HHD APFT – 14 October, Grand Prairie, TX
HHD & Ord Det Family Day Picnic – 15 Oct, Grapevine, TX

Need College Money?

Want to improve your chances of getting that dream job? How about changing careers? Or just getting paid better with your current employer? Maybe you'd just like to better yourself...

Go to (or back to) college for a bachelor's or graduate degree, a vocational school or even flight training.

The Montgomery GI Bill, open to Reservists, can help, to the tune of \$9,036. Full-time students can receive up to \$251 per month for 36 months. Students taking a ¾load can get \$188 per month for 48 months, and half-time students can get \$125 per month for 72 months!

There are other ways the USAR can help you get the education you want. TPU drilling reservists qualify for Tuition Assistance, which pays 75% of your tuition. We can also get free video CLEP classes to help us prepare for advanced placement when we go to school.

Don't forget the Student Loan Repayment, either. How does up to \$10,000 loan repayment sound?

Want to learn more, go to www.army.mil/usar and click on "Benefits". You'll like what you see. Would you rather to talk to a live person? Call the 90th RSC Education Services Specialist at 1.800.501.1493, extension 8705.

See you in class!

LTC Knight

The Facts on Ephedra

Turn your body into a fat-burning machine! Lose weight without exercise! Do these claims sound too good to be true? Well, they are. These claims are not based in scientific truth. Many of these supplements contain the dangerous herb ephedra, also known as ma huang. These supplements include Metabolife, Xenadrine, Diet Fuel, Ripped Fuel, and Enhancer X.

Ephedra is an herb that excites the central nervous system and cardiovascular system. It basically acts like cocaine in your body, exciting the heart, constricting blood vessels and increasing heart rate and blood pressure. Constricted blood vessels mean your body is not getting necessary oxygen during exercise. Ephedra makes you feel like you have more energy but it also dehydrates you and over-works your kidneys. Other bad side effects include the inability to urinate, abnormal heart rhythms, cardiac arrest, dizziness, seizures, insomnia, nausea and vomiting, and death. Two FT Jackson soldiers recently died after taking ephedra.

Ephedra is not regulated. The Food and Drug Administration (FDA) does not regulate ephedra because it is not a prescription drug. No one approves the safety and claims on these supplements. No one regulates how much ephedra is actually in the pills or powders, meaning the amount can vary from jar to jar. One pill could have no ephedra and the next pill could have five times the amount on the label.

To date, the FDA has received over 800 reports of adverse reactions and more than 35 reports of death due to ephedra containing supplements. Many states ban the sale of ephedra to anyone under 18 years of age. The state of Florida and the NCAA banned its use.

Many supplements contain caffeine with ephedra. Caffeine increases the effects of ephedra, making your heartbeat faster than either caffeine or ephedra alone. Look for guarana, guarana concentrate extract, kola, and kola nut on labels. These forms of caffeine contain 3 to 5 times more caffeine than coffee! Foods containing caffeine and theophylline such as coffee, tea, cola, and chocolate also increase the effects of ephedra.

Supplement bottles contain the following warning: Do not take ephedra if you are pregnant, breastfeeding or under the age of 18. You should also not take ephedra if you have been diagnosed with heart conditions, high blood pressure, glaucoma, thyroid disease, diabetes, psychiatric disorders, neurological disorders, renal disease, have difficulty urinating or have prostate enlargement. Also, do not take ephedra if you take MAO inhibitors, methyldopa, any product containing ephedrine or pseudoephedrine (such as Sudafed) or medication for high blood pressure.

We recommend that you don't take ephedra at all. The bottom line: Ephedra is a very dangerous herb that can kill.

Moncrief Army Community Hospital
Fort Jackson, South Carolina
18 August 2000

